## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## Bureau of Land Management:BLM (and below)

For 1st Quarter 2022 for period ending December 31, 2021

	Comparative Data											
<b>Complaint Activity</b>	Pr	evious	Fiscal Y	Year Da	nta	2022Thru12-31						
	2017	2018	2019	2020	2021	2022111Fu12-31						
Number of Complaints Filed	47	85	48	1	46	11						
Number of Complainants	46	75	45	1	43	10						
Repeat Filers	1	9	3	0	3	1						

Complaints by Pagis			Com	parativ	ve Data	1
Complaints by Basis	Pro	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	2022Thru12- 31
Race	14	22	10	9	13	1
Color	6	7	5	4	3	1
Religion	3	6	3	1	1	3
Reprisal	24	35	23	18	24	2
Sex	22	34	23	17	25	3

PDA	0	0	0	1	1	0
National Origin	7	17	6	2	7	2
Equal Pay Act	0	0	1	0	2	0
Age	16	27	23	16	19	4
Disability	20	36	12	15	19	6
Genetics	0	2	0	0	0	1
Non-EEO	2	4	1	1	2	0
Constituted Inc.			Com	parativ	ve Data	ı
Complaints by Issue	Pre	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	2022Thru12- 31
Appointment/Hire	3	10	7	7	10	1
Assignment of Duties	0	7	6	3	1	1
Awards	0	1	1	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action	'					1
Demotion	0	0	0	0	0	0
Reprimand	0	3	1	1	4	2
Suspension	3	5	2	3	3	0
Removal	0	4	2	1	1	1
Other	0	0	0	0	0	0
Duty Hours	1	1	0	1	0	0
Perf. Eval./ Appraisal	2	2	4	6	6	1
Examination/Test	0	2	0	0	1	0
Harassment						

Non-Sexual	26	36	30	17	32	9
Sexual	3	5	0	2	2	0
Medical Examination	1	0	0	0	0	1
Pay including overtime	1	1	3	0	5	1
Promotion/Non-Selection	6	8	4	5	7	1
Reassignment						
Denied	0	0	0	1	0	0
Directed	1	1	2	3	1	0
Reasonable Accommodation Disability	1	12	5	4	7	3
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	2
Retirement	0	2	2	1	2	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	1	0	1	3	1
Termination	2	17	2	8	3	2
Terms/Conditions of Employment	7	6	6	5	9	4
Time and Attendance	1	1	1	2	3	0
Training	1	4	2	2	1	0
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

				C	omp	ar	ative I	Data	
<b>Processing Time</b>		Pre	vious	Fisc	al Y	ear	r Data		2022Thru12-
	2017	7 2	018	20	19	2	020	2021	31
Complaints pending during	g fiscal	l year							
Average number of days in investigation	194.3	34   18	186.24		211.80		20.00	284.00	190.85
Average number of days in final action	69.4	3 7:	5.62	37.	97		0	95.87	56.57
Complaint pending during	fiscal	year v	here	heari	aring v		reques	sted	
Average number of days in investigation	199.3	30 20	1.26	231	.16	25	57.00	347.35	169.43
Average number of days in final action	91.9	0 7	1.67	27.	24		0	63.83	55.00
Complaint pending during	fiscal	year v	here	heari	ng v	was not		quested	
Average number of days in investigation	187.5	50 18	0.06	197	.61	20	01.50	193.33	141.40
Average number of days in final action	44.8	8 94	4.06	06 51.			0	118.11	59.80
					Co	mp	parativ	ve Data	
Complaints Dismissed Agency	by	I	Previ	ous F	isca	l Y	ear Da	ata	2022Thru12-
V		2017	20	018	20	19	2020	2021	31
Total Complaints Dismisse Agency	ed by	2		11	5	i	1	2	1
Average days pending price dismissal	or to	121.5	5 11	8.36	92	.6	296	144	41
Com	plaint	laints Withdrawn by Complainants							
Total Complaints Withdra by Complainants	wn	2		5	1		5	4	0

				(	e D	ata							
Total Final Agency		P	rev	ious	Fis	cal Y	Yea	r Da	ta			2022	Thru12
Actions Finding Discrimination	20	)17	20	18	20	19	20	20	2	021			31
	#	%	#	%	#	%	#	%	#	%	,	#	%
Total Number Findings	0		0		0		3		4		ĺ	1	
Without Hearing	0	0	0	0	0	0	1	33	4	10	0	1	100
With Hearing	0	0	0	0	0	0	2	67	0	0	Ì	0	0
Findings of Discrimination	Comparative Data												
Rendered by Basis		]	Prev	vious	Fi	scal	Yea	ır Da	ata			2022	Thru12
Note: Complaints can be	2	017	20	018	20	019	2	2020	2	202	1		31
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	<i>‡</i> 9,	⁄o	#	%
Total Number Findings	0		0		0		3		4	F		1	
Race	0	0	0	0	0	0	1	33	(	) (	0	0	0
Color	0	0	0	0	0	0	1	33	(	) (	0	0	0
Religion	0	0	0	0	0	0	0	0	(	) (	0	0	0
Reprisal	0	0	0	0	0	0	1	33	3	3 7	5	0	0
Sex	0	0	0	0	0	0	2	67	2	2 5	0	0	0
PDA	0	0	0	0	0	0	0	0	(	) (	0	0	0
National Origin	0	0	0	0	0	0	1	33	(	) (	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	(	) (	0	0	0
Age	0	0	0	0	0	0	1	33	(	) (	0	0	0
Disability	0	0	0	0	0	0	2	67	1	2	25	1	100
Genetics	0	0	0	0	0	0	0	0	(	) (	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	(	) (	0	0	0

Findings After Hearing	0		0		0		2		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	50	0	0	0	0
Sex	0	0	0	0	0	0	1	50	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	1	50	0	0	0	0
Disability	0	0	0	0	0	0	2	100	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		1		4		1	
Race	0	0	0	0	0	0	1	100	0	0	0	0
Color	0	0	0	0	0	0	1	100	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	3	75	0	0
Sex	0	0	0	0	0	0	1	100	2	50	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	100	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	25	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
					(	Com	par	ative	Da	ta		
Findings of Discrimination		P	rev	ious	Fis	scal `	Yea	r Dat	a		2022	Thru12-
Rendered by Issue	20	)17	20	)18	20	)19	2	020	20	)21		31
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		0		0		3		4		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	33	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	1	33	1	25	0	0
Sexual	0	0	0	0	0	0	0	0	1	25	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	1	33	1	25	0	0

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	25	1	100
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	1	25	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	25	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		2		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	50	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0

Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	1	50	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment											-	
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0

Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
		ı		ı			, ,			ı		<u>'</u>
Findings Without Hearing	0		0		0		1		4		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action		ı		ı		ı				ı		
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	ı	1		1				1				1
									_			I

							_		1	_		
Sexual	0	0	0	0	0	0	0	0	1	25	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	1	100	1	25	0	0
Reassignment	-				-			-				
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	25	1	100
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	1	25	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	25	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define	-	-			-			-				
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-
	2017	2018	2019	2020	2021	31
Total complaints from previous Fiscal Years	39	37	52	52	28	52
Total Complainants	35	35	48	47	24	47
Number complaints pending						
Investigation	0	0	0	0	0	8
ROI issued, pending Complainant's action	0	0	0	0	0	2
Hearing	37	35	46	49	28	39
Final Agency Action	2	2	6	3	1	3
Appeal with EEOC Office of Federal Operations	12	8	14	9	8	10
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-
	2017	2018	2019	2020	2021	31
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	0	0